

UNION'S INITIAL PROPOSALS

for the

July 1, 2013 - June 30, 2015

COLLECTIVE BARGAINING AGREEMENT

between

**UE LOCAL 893 - IOWA UNITED PROFESSIONALS
Professional Social Services Unit**

and

THE STATE OF IOWA

*** The Union reserves the right to amend, modify, add, or subtract from any article contained in this proposal as it deems necessary throughout the course of these negotiation**

**** The Union proposes that all of the terms and conditions of the current bargaining agreement remain unchanged, except as follows:**

***** Strikethrough indicates deletions and bold print indicates new language.**

ARTICLE I AGREEMENT

This Agreement made and entered into this 1st day of July ~~2011~~ **2013**, at Des Moines, Iowa, pursuant to the provisions of Chapter 20 of the Iowa Code, by and between the State of Iowa hereinafter referred to as the Employer) and UE Local 893/Iowa United Professionals, and its appropriate affiliated locals, as representatives of employees employed by the State of Iowa, as set forth specifically in Appendix A (hereinafter referred to as the Union).

ARTICLE IX WAGES AND FRINGE BENEFITS

SECTION I Wages

Employees shall be paid according to the pay grades set forth in Appendix A and the applicable Executive Branch pay plans.

A. On the first day of the pay period that includes July 1, ~~2011~~ **2013**, employees in the bargaining units covered by this Agreement shall receive a two percent (2%) across the board increase. On the first day of the pay period that includes January 1, ~~2012~~ **2014**, employees in the bargaining units covered by this Agreement shall receive a one percent (1%) across the board increase added to the base salary.

B. On the first day of the pay period that includes July 1, ~~2012~~ **2014**, employees in the bargaining units covered by this Agreement shall receive a two percent (2%) across the board increase. On the first day of the pay period that includes January 1, ~~2013~~ **2015**, employees in the bargaining units covered by this Agreement shall receive a one percent (1%) across the board increase added to the base salary.

C. All employees eligible for negotiated within-range step increases shall receive an automatic four and one-half percent (4.5%) within grade increase in accordance with their eligibility date in each year of the agreement.

TERMINATION OF AGREEMENT

The terms and conditions of this Agreement shall continue in full force and effect commencing on July 1, ~~2011~~ **2013**, and terminating on June 30, ~~2013~~ **2015**, unless the parties mutually agree in writing to extend any or all of the terms of this Agreement. Upon termination of the Agreement, all obligations under the Agreement are automatically canceled.